

Update

Summer 2015

Dear Volunteers, Colleagues, and Supporters

By Andrew Kidde

Dear volunteers, colleagues, and supporters of the mediation program,

It's been 15 good years, and I am grateful for the opportunity to have done such meaningful and fascinating work. I have co-mediated with so many gifted volunteers on such an interesting array of cases; developed curriculum and presented trainings on so many aspects of conflict resolution to a wide variety of audiences; provided a venue for many complex large neighborhood issues; and learned so much about public issues and city politics. Wow, a great experience!

So I am grateful to the City of Bellevue for giving me those opportunities, and grateful to City staff for referring cases, collaborating on citizen engagement projects, and seeking my training and input. I am grateful for the program staff, Cheryl and Natalie, for putting up with my foibles, for so ably making up for my weaknesses, and for being wonderful, supportive friends. And finally I am grateful to all of you who have been our mediation volunteers. I have been moved by your kindness in choosing to help their fellow citizens, and impressed by the wisdom and skill that you bring to the task of neighborhood dispute resolution. It has been such a pleasure to work with you, watch you

learn and develop as mediators, and get to know you as friends.

A little while ago I reached a feeling that I have given this program as much wisdom and energy as I have on the project of neighborhood mediation. The amount of new training material that I have created has been steadily waning over the last

few years, and my enthusiasm for taking on new cases has been flagging in the last months. It's time to move on, and let someone with fresh energy and vision take my place.

I am also leaving because I am called to do other work. As many of you know I have become deeply and passionately concerned about climate change and the need to mobilize a transition to a green energy economy so that our children may have a safe future. According to the scientific community, the situation is dire, the stakes could not be higher. I am not neutral on this subject, and cannot be neutral. So, this is also a transition for my professional persona in several dimensions.

Reinventing yourself is an exciting opportunity. It can also be hard and lonely and even scary. You all are a big part of my community, and I will miss you ... so don't be strangers, call me, write me, visit!

-Andrew



A bientôt et bonne chance!

By Cheryl Cohen

"It takes a lot of courage to release the familiar and seemingly secure to embrace the new. But there is no real security in what is no longer meaningful. There is more security in the adventurous and exciting, for in movement there is life, and in change there is power." -Alan Cohen

I have been thinking about how much I admire about Andrew and how much I have learned from him and with him over these past nine years. Although we have our differences, we do have common values, sense of humor, passion about what we do, and overall respect. Our trainings together have been "adventurous", never knowing what new, creative idea or substantive material that Andrew will come up with at the last minute, just as we are finishing up the manuals! We have supported each other through various life events and gave each other space when needed. To his credit, he is embarking on an unknown path that I know will be filled with advocacy not neutrality, passion not passivity and life altering outcomes. I will miss you terribly. A bientôt et bonne chance!



"We keep moving forward, opening new doors, and doing new things, because we're curious and curiosity keeps leading us down new paths." -Walt Disney

Thank You for Your Leadership

By Natalie Daniels

When I first started volunteering at the Bellevue Neighborhood Mediation Program, I was a new lawyer, new Bellevue resident, and newly pregnant. Today my daughter celebrates her sixth birthday. This program has been a home to me, and a huge part of the life I have built here in Bellevue.

There has been one thing that I have always particularly admired about BNMP. We don't just have a co-mediation model that we teach. We also run our entire program through the use of co-managers. We have two captains at the helm, two decision makers equally tasked with the many choices that determine whether we sink or swim as a program.

Because of this model, collaboration is in our very

marrow. And it isn't for sissies. Andrew and Cheryl have conflict, sometimes a lot of conflict. But, just as we try to model in all of our mediations, they have productive conflict. They stay in the space of conflict as long as needed to reach genuine resolution. They do it while maintaining a respect for each other's strengths. They do it while shoring up each other's shortcomings. And sometimes they do it while taking a lot of breaks for deep breaths and copious amount of caffeine.

I am truly grateful to have had Andrew and Cheryl as role models and mentors. Andrew, I will miss you. We are less without you. But I know that your contributions have built a program that is strong enough to continue to thrive. Thank you.

Parent—Teen Update

By Galit Arad-Trutner and Pam Orbach



The Parent Teen program has been buzzing all summer with a record number of mediations. We are excited to watch our program grow; our new mediators are stepping up and coming into their own. We are grateful for families who take the time to repair and heal so that the new academic year is a healthier one. It takes courage to come to mediation, and we are inspired by the families that offer us the opportunity to support them.

There is celebration and sadness, as we reflect on our co-manager Andrew Kidde's decision to move onto something different. We are excited for his new possibilities and sad to see him leave. Our program would no longer exist if it weren't for Andrew. As a leader he sometimes leads from the front, defining direction, and sometimes leads from the back by creating space for us to be creative. He is always there; you can rely on it... with just the right amount of advice and support, encouraging us to trust our abilities and our passion. Andrew has always taken our wildest dreams and requests seriously. With his support we have been able to expand our program to reach parents, students and even teaching faculty in the Bellevue school district. His believing in us has allowed us to believe in ourselves and make things happen.

Andrew, we wish you much success in all your future endeavors, and of course advocating for the environment, for all of our benefit. We admire your commitment to making this world a better, safer place. We have learned so much from you; we will carry you in our hearts. Thank you from all of us in the Parent Teen program.

BNMP Training Opportunities For Mediators and Conciliators

20-hour Conciliation and Intake Training (for new volunteers):

Wed., Sept. 30, 2015: 5p.m. to 9p.m.

Thurs. & Fri., Oct. 1 & 2, 2015: 9a.m. to 5p.m.

All sessions at City Hall, check electronic board for room assignments. **Please tell your friends and neighbors about this opportunity!**

Neighborhood Program In-Service:

Working With Attorneys in Mediation

Wed., Sept. 16, 4:30-6p.m. in room 1E-112

Having attorneys in the room during a mediation presents a unique set of challenges and opportunities. Marilyn Endress, owner of Sound Conflict Solutions, is a mediator, attorney, and educator, with decades of experience navigating the intersection where law meets mediation.

Refreshments served beginning at 4p.m.

Parent-Teen Program In-Service:

Mock Mediation Workshop

Wed., Sept. 23, 4:30-6p.m. in room 1E-112

Worried that your mediation skills are getting a little rusty? Looking to re-connect with your fellow volunteers? Please join us for this skill building workshop, and earn some community service hours at the same time.

Refreshments served beginning at 4p.m..

Program Staff:

Program Co-Manager:	Cheryl Cohen	-	452-5222
Program Co-Manager:	Andrew Kidde	-	452-5288
Program Assistant	Natalie Daniels	-	452-2897

City of Bellevue website: <http://www.bellevuewa.gov>
(Look for the Mediation Program under "Neighborhood Information")

Volunteer Picnic 2015



Our annual volunteer picnic was well attended but poorly photographed. Thanks to the clean-up crew who stuck around until we could find our camera! Pictured left to right: Natalie Daniels, Lisa Snyder-Stone, Mia Barbera, Andrew Kidde, Peter Sugarman, Arleen Nomura, Henry Smilowicz

BELLEVUE **NEIGHBORHOOD** **MEDIATION** PROGRAM

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